RESOLUTION
NO. 21-339

A RESOLUTION TO PAY CERTIFIED POLICE APPLICANTS A $10,000 SIGNING BONUS

WHEREAS, The Council Bluffs Police Departments has experienced difficulty in obtaining a sufficient number of qualified candidates to serve as police officers; and

WHEREAS, The applicants that have been showing interest, have typically not been certified law enforcement officers at the time of hire and are required to spend several months upon the start of their employment with the City to become certified; and

WHEREAS, A number of jurisdictions in Iowa have had success in attracting police officer candidates who have their certified training, by offering a hiring bonus that is paid to the new employee over a period of time; and

WHEREAS, While a newly hired officer attends the required training to obtain their certification, the department incurs the cost of the training (approximately $8,623.00 per candidate), a loss of capacity to provide service, and an increase in cost of overtime to make up for the gap in service; and

WHEREAS, Council Bluffs Police Department administration is requesting that the City Council approve a $10,000 hiring bonus to qualified candidates who have certified training at the time of hire with the City; and

WHEREAS, This amendment shall become effective immediately upon passage of this resolution and shall remain in effect for those hired through June 30, 2022.

NOW, THEREFORE, BE IT RESOLVED
BY THE CITY COUNCIL
OF THE
CITY OF COUNCIL BLUFFS, IOWA

Approve the resolution that authorizes the Chief of the Police Department to pay a $10,000 hiring bonus to those applicants that are already certified law enforcement officers when hired.

ADOPTED
AND
APPROVED November 22, 2021

Matthew J. Walsh, Mayor

ATTEST:

Jodi Quakenbush, City Clerk